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1. In your meeting controls, click Interpretation.

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¡Bienvenido!

Este evento cuenta con interpretación simultánea disponible. Por favor siga las siguientes instrucciones para activarla.

1. En los controles de la reunión, haga clic en Interpretación.

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Bienvenue!

Cet événement a une interprétation simultanée disponible. Veuillez suivre les instructions ci-dessous pour l'activer.

1. Dans les commandes de votre réunion, cliquez sur Interprétation.

2. Cliquez sur la langue que vous souhaitez entendre.
Mitigating the Risk of Harmful Work for Children and Adults within Women’s Economic Empowerment Initiatives

Funding is provided by the United States Department of Labor under cooperative agreement number IL-31469. 100% of the total costs of the project or program is financed with federal funds, for a total of $1,872,000 dollars. This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.
Agenda

First Hour

● Opening Remarks
● About the RICHES Project and the Toolkit

Second Hour

● Panel Discussion
● Q&A
● Conclusion
Opening Remarks

Thea Lee  
Deputy Undersecretary of International Affairs  
USDOL

Benjamin Smith,  
Senior Officer, Child Labor  
ILO

Brent Chism  
Executive Vice President,  
Grameen Foundation
Addressing harmful child work through an ecosystem approach and gender lens
About the RICHES Project

Funding is provided by the United States Department of Labor under cooperative agreement number IL-31469. 100% of the total costs of the project or program is financed with federal funds, for a total of $1,872,000 dollars. This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.
**Goal**: Women-led enterprises improve livelihoods responsibly without engaging in unacceptable conditions of work or child labor.

**Project-Level Objective**: Integrate the issues of child labor alleviation and acceptable conditions of work into women’s economic empowerment (WEE) initiatives.

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
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<tbody>
<tr>
<td>1</td>
<td>Increased understanding of child labor and acceptable conditions of work in the context of WEE initiatives.</td>
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<tr>
<td>2</td>
<td>Increased availability of tools to integrate child labor awareness and acceptable conditions of work into WEE initiatives.</td>
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<tr>
<td>3</td>
<td>Increased applicability, adaptability, and adoptability of tools to integrate child labor awareness and acceptable conditions of work into WEE initiatives.</td>
</tr>
<tr>
<td>4</td>
<td>Increased awareness and adoption of tools to integrate child labor awareness and acceptable conditions of work into WEE initiatives by a broad range of stakeholders.</td>
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</tbody>
</table>
Presenters

Amelia Kuklewicz
Director of Latin America and Asia and Project Manager for RICHES, Grameen Foundation

Chris Camillo
International Technical Expert, American Bar Association Rule of Law Initiative

Deepa Ramesh
International Technical Expert, American Bar Association Rule of Law Initiative
Women’s Entrepreneurship and Child Protection
The Promise and Perils of Women’s Entrepreneurship

**Intended Consequences**

- Business Start-up & Growth
- Economic & Financial Autonomy
- Women’s Empowerment
- Household Resilience
- Poverty Alleviation
- Achievement of Household Financial Goals
- Education of Children
- Food Security
- Healthy and Happy Family

**Unintended Consequences**

- Over Indebtedness
- Financial Stress
- Household Discord
- Increased Labor Burdens
- Harmful Working Conditions
- Environmental Degradation
- Gender-based Violence
- Harmful Child Work (Child Labor)
- Suicide
What the evidence shows:

Children take on caretaking responsibilities to free up parents to pursue income generation, interfering with children's education.

Women choose enterprises that allow them to balance caretaking and income generation, exposing children to unsafe working conditions.

Children provide no- or low-cost labor for low-skilled positions that businesses need, increasing profitability of business.
Relationship between Harmful Child Work and Business Growth

*theoretical graph based on evidence

Business Characteristics:
- Home-based, agriculture-based
- Balancing care-taking with work
- New assets
- New debts
- Children are household self-insurance

Business Growth:
- Based outside the home
- More specialized
- Asset accumulation
- Increased use of various financial instruments
The RICHES Toolkit
RICHES Toolkit Design

HCD Process
- Market Research
- Design Workshop
- Creating Draft Tools
- Pilot & Testing
- Feedback & Lessons Learned
- Incorporate Feedback
- Finalization: Copy Editing, Translation & Publishing

Outcomes
- Pre-Situational Analysis Research
- Toolkit Priorities
- Toolkit Prototypes
- 41 Partners and Individuals in 12 Countries
- Technical Expert Committee
- Pilot Lessons Learned Report
- Tool Revisions, Consolidations, Re-review, Final Drafts resulting in 46 tools
- Formatting Translation Publication & Promotion

Timeframe
2017-2022
Toolkit Audience

A. **Women’s Economic Empowerment Actor (WEE Actor):** Any entity or individual that:
   - supports the development or expansion of women’s businesses,
   - provides livelihood or financial services, and/or
   - supports women (globally) in efforts to increase their access to economic opportunities.

B. Focus on WEE Actors in developing economies.
Toolkit for WEE Actors

Organizational Processes (Internal)

SETTING THE FOUNDATION
Phase I

BUILD THE STRUCTURE
Phase 2

ENGAGE PARTICIPANTS
Phase 3

Programs (with Participants)
**Toolkit for WEE Actors**

**SETTING THE FOUNDATION**
*Phase 1*

*Start here:* Use these tools to build management-level awareness and understanding of organizational and program risks of harmful work for children and adults.

- Making the Case Presentation
- Risk Assessments
- Social Performance Management (SPM) Guide (SPM Assessment Only)
- Understanding Harmful Work Training (with Management Only)
- Linkages Guide (Emergency and External Support Contact List Only)
- Investor’s Guide (For Investors Only)

**BUILD THE STRUCTURE**
*Phase 2*

Use these tools to build frontline staff-level awareness and prioritize new or improved products and services.

- Social Performance Management (SPM) Guide (All tools)
- Understanding Harmful Work Training (with All Staff)
- Market Research Guide
- Financial Services Guide
- Design Workshop

**ENGAGE PARTICIPANTS**
*Phase 3*

Use these tools to build participant-level awareness and support their needs.

- Linkages Guide (All tools)
- Business Diagnostics Guide (Paper + Digital Versions)
- Intra-Household Dialogue Guide
- Risky Business Curriculum (Paper + Digital Versions)
- Monitoring and Evaluation Guide

46 Tools in total
• Build awareness among WEE Actor management-level staff of the risks to children and women’s health and safety when supporting women’s businesses or WEE activities.

• Assess the risks and identify situations of harmful work for children and adults and how to remedy these issues.

• Commit to Do No Harm principles when developing and/or implementing women’s economic initiatives.

• Know where to go for help and where to find resources.
BUILD THE STRUCTURE
Phase 2

Use these tools to build frontline staff-level awareness and prioritize new or improved products and services.

- Social Performance Management (SPM) Guide (All tools)
- Understanding Harmful Work Training (with All Staff)
- Market Research Guide
- Financial Services Guide
- Design Workshop

- Understand the issues from participants’ perspectives.
- Train frontline staff on child protection and business safety and health.
- Strengthen policies and practices.
- Consider new or improved products and services.
ENGAGE PARTICIPANTS
Phase 3

Use these tools to build participant-level awareness and support their needs.

- **Linkages Guide** (All tools)
- **Business Diagnostics Guide** (Paper + Digital Versions)
- **Intra-Household Dialogue Guide**
- **Risky Business Curriculum** (Paper + Digital Versions)
- **Monitoring and Evaluation Guide**

- Build participants’ awareness of risks of doing harm while running their businesses.
- Expand participants’ connections to external social and support services.
- Engage households in decision-making for reducing risks of doing harm while running businesses and protecting their family.
- Measure and monitor change over time.
Special Feature Promoted in RICHES Toolkit: USDOL's Sweat and Toil App

Six things you can do with this app are:

1. Check countries' efforts to eliminate child labor
2. Find child labor data;
3. Browse goods produced with child labor or forced labor;
4. Review laws and ratifications;
5. See what governments can to do end child labor; and
6. Browse USDOL's projects to combat child labor and forced labor.
Where can you find more on the RICHES Project?

Visit: [http://www.grameenfoundation.org/riches](http://www.grameenfoundation.org/riches) or [https://www.dol.gov/agencies/ilab/riches](https://www.dol.gov/agencies/ilab/riches)
RICHES Resources

Resources

- **RICHES Toolkit**
  - READ MORE  

- **RICHES Publications**
  - READ MORE  

- **RICHES Research**
  - READ MORE  

Visit: [http://www.grameenfoundation.org/riches](http://www.grameenfoundation.org/riches) or [https://www.dol.gov/agencies/ilab/riches](https://www.dol.gov/agencies/ilab/riches)
Navigating the RICHES Toolkit

Visit: [http://www.grameenfoundation.org/riches](http://www.grameenfoundation.org/riches) or [https://www.dol.gov/agencies/ilab/riches](https://www.dol.gov/agencies/ilab/riches)

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RICHES Toolkit Index

The RICHES Toolkit Index presents a brief overview of the toolkit as well as an index of the individual tools. It describes the goal of the individual tools and how the tools are constructed as well as their intended audience. For versions of the tools that can be adapted or edited (such as versions in Microsoft Word, Excel, or PowerPoint), please access those files here.

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Phase 1: Setting the Foundation

"Setting the Foundation" includes tools that all WEE Actors should implement as good practice. A WEE Actor should start here to build management-level awareness and understanding of organizational and program-level risks of harmful work for children and adults:

- Making the Case
- Risk Assessments
- Social Performance Management Guide (SPM Assessment Only)
- Understanding Harmful Work Training (with Management only)
- Linkages Guide (Emergency and External Support Contact List Only)
- Investors’ Guide
Accessibility of RICHES Tools

RICHES, Phase 2: Financial Services Guide

Pathway for Child Protection with Women’s Economic Empowerment Initiatives

Primary Audience: Management-level staff involved in design and implementation of financial services for any Women’s Economic Empowerment (WEE) Actor. WEE Actors are entities or individuals that support the development or expansion of women’s businesses, provide livelihood or financial services, and/or support women (globally) in efforts to increase their access to economic opportunities, especially those living in developing countries.

Goal: Improve the design and implementation of financial services so that they have better uptake and use and create more benefit to women entrepreneurs and their families and so that they do no harm.

Objectives: Through the use of this guide, WEE Actors will have:

- Reviewed the evidence that exists on financial services and their contribution to household resilience and income generation and the known impact they have on harmful work for children and adults.
- Considered the design options and improvements of financial services that can mitigate the risks of harmful work for children and adults.

Access the Financial Services Guide in English | Francs | Espanol

Visit: http://www.grameenfoundation.org/riches or https://www.dol.gov/agencies/ilab/riches
Panel Discussion
Panel Discussion

Moderator: Bobbi Gray
Research Director, Grameen Foundation

Abel Ovenseri
Head of Corporate Strategy at LAPO

Edgar Aguilar
Technical Officer at International Labour Organization

Maros Apostol
CEVI-Philippines

Lucy Luna
ASAPROSAR (Salvadoran Association for Rural Health)

Sandra Galan
ASAPROSAR
"Our session made me aware that most of the household responsibilities are done by my wife. Due to the nature of my work (before the pandemic), I leave the house early in the morning after drinking my coffee that my wife made and come home late at night after a day of work. All of my free time at home is spent resting. I realized that I can help her more especially that I'm now at home more and that me helping my wife is being a good role model for my children too.” - Marvin
Questions and Answers Session
Thank you!

For more information, contact us via:

Email | riches@grameenfoundation.org

Web | http://www.grameenfoundation.org/riches

https://www.dol.gov/agencies/ilab/riches

Twitter | @RICHES4WEE

Facebook | RICHES for Women’s Empowerment